

**United States Coast Guard**  
**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act**  
**Last Updated: 31 JANUARY 2004**

<b>EEO COMPLAINT DATA</b>						
<b>I. Number of Complaints</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Pending at the beginning of the FY	30	59	99	109	109	115
B. Filed during the FY	5	33	45	70	63	60
C. Pending, at any time, during the FY	35	92	144	179	172	175
<b>II. Number of Complainants</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Who had a complaint pending at start of FY	26	48	N/A	N/A	N/A	N/A
B. Who filed a complaint during this FY	5	33	N/A	N/A	N/A	N/A
C. Who had a complaint pending at any time during this FY	31	81	113	127	117	119
<b>III. Breakdown of all Complaints filed during this FY by basis and issue</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Complaints filed during the FY broken down by basis:						
1. Race:	3	12	15	26	31	17
a. American Indian/Alaskan Native:	0	0	0	0	2	3
b. American Asian/Pacific Islander:	1	3	0	2	4	1
c. Black:	2	8	14	21	23	10
d. White:	0	1	1	3	2	3
2. Color:	0	6	7	8	7	5
3. Sex:	3	9	11	30	29	20
a. Male:	2	3	5	5	4	8
b. Female:	1	6	6	25	25	12
4. Age:	1	9	11	10	26	21
5. Religion:	1	0	2	8	1	1
6. Reprisal:	2	12	16	26	47	37
7. National Origin:	1	2	6	8	11	9
a. Hispanic:	1	0	3	1	5	8
b. Other:	0	2	3	7	6	1
8. Equal Pay Act:	0	0	1	0	0	0
a. Male:	0	0	1	0	0	0
b. Female:	0	0	0	0	0	0
9. Disability:	0	3	14	12	15	14
B. Complaints filed during the FY broken down by issue:						
1. Appointment/Hire:	0	0	0	0	6	3
2. Assignment of Duties:	1	1	2	0	8	6
3. Awards:	0	0	0	1	0	1
4. Conversion to Full Time:	0	0	0	0	0	0
5. Disciplinary Action:	0	1	1	5	10	14
a. Demotion:	0	0	0	2	0	0
b. Reprimand:	0	0	1	1	4	4
c. Suspension:	0	1	0	2	5	5
d. Removal:	0	0	0	0	0	0

e. Other:	0	0	0	0	1	5
6. Duty Hours:	1	1	0	0	2	7
7. Evaluation/Appraisal:	2	4	3	1	19	22
8. Examination/Test:	0	0	2	0	0	0
9. Harassment:	0	6	13	30	34	33
a. Non-sexual:	1	6	12	25	31	31
b. Sexual:	2	0	1	5	3	2
10. Medical Examination:	0	0	0	0	0	0
11. Pay Including Overtime:	0	1	1	0	0	0
12. Promotion/Non-Selection:	2	5	12	14	21	14
13. Reassignment:	1	1	1	2	2	0
a. Denied:	1	0	0	1	2	0
b. Directed:	1	1	1	1	0	0
14. Reasonable Accommodation:	0	1	1	0	1	0
15. Reinstatement:	0	0	0	0	0	0
16. Retirement:	1	0	0	0	0	0
17. Termination:	0	3	3	4	9	3
18. Terms/Conditions of Employment:	0	3	3	10	17	4
19. Time and Attendance:	0	2	0	1	18	1
20. Training:	0	0	0	0	4	0
21. Other:	0	0	3	2	16	17
<b>IV. Time measurements – All complaints pending at any time during the FY</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Average number of days for Counseling:						
B. Average number of days for Investigation:	186	219	225	242	359	446
C. Average number of days for Final Agency Decision:						
1. Without a Hearing:	325	151	261	335	568	327
2. With a Hearing:	346	764	439	785	793	378
D. Total Number of Complaints Dismissed:	3	13	15	27	19	41
E. Average number of days from Receipt to Dismissal:	55	267	139	70	201	236
<b>V. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue.</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
	<b># %</b>	<b># %</b>	<b># %</b>	<b># %</b>	<b># %</b>	<b># %</b>
A. Total number of final agency actions (decisions) finding discrimination during the FY	0	0	0	2/100%	1/100%	2/100%
B. Decisions finding discrimination without a hearing:	0	0	0	0	0	0
C. Decisions finding discrimination without a hearing broken down by basis:	0	0	0	0	0	0
1. Race:	0	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0	0
c. Black:	0	0	0	0	0	0
d. White:	0	0	0	0	0	0
2. Color:	0	0	0	0	0	0
3. Sex:	0	0	0	0	0	0
a. Male:	0	0	0	0	0	0

b. Female:	0	0	0	0	0	0
4. Age:	0	0	0	0	0	0
5. Religion:	0	0	0	0	0	0
6. Reprisal:	0	0	0	0	0	0
7. National Origin:	0	0	0	0	0	0
a. Hispanic:	0	0	0	0	0	0
b. Other:	0	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0	0
a. Male:	0	0	0	0	0	0
b. Female:	0	0	0	0	0	0
9. Disability:	0	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	0	0	0
1. Appointment/Hire:	0	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0	0
3. Awards:	0	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0	0
a. Demotion:	0	0	0	0	0	0
b. Reprimand:	0	0	0	0	0	0
c. Suspension:	0	0	0	0	0	0
d. Removal:	0	0	0	0	0	0
e. Other:	0	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0	0
7. Evaluation/Appraisal:	0	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0	0
9. Harassment:	0	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0	0
b. Sexual:	0	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0	0
13. Reassignment:	0	0	0	0	0	0
a. Denied:	0	0	0	0	0	0
b. Directed:	0	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0	0
16. Retirement:	0	0	0	0	0	0
17. Termination:	0	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0	0
20. Training:	0	0	0	0	0	0
21. Other:	0	0	0	0	0	0
E. Decisions finding discrimination after a hearing:	0	0	0	2/100%	1/100%	2/100%
F. Decisions finding discrimination after a hearing broken down by basis:						
1. Race:	0	0	0	N/A	N/A	N/A
a. American Indian/Alaskan Native:	0	0	0	N/A	N/A	N/A
b. American Asian/Pacific Islander:	0	0	0	N/A	N/A	N/A

c. Black:	0	0	0	N/A	N/A	N/A
d. White:	0	0	0	N/A	N/A	N/A
2. Color:	0	0	0	N/A	N/A	N/A
3. Sex:	0	0	0	N/A	N/A	N/A
a. Male:	0	0	0	N/A	N/A	N/A
b. Female:	0	0	0	N/A	N/A	N/A
4. Age:	0	0	0	N/A	N/A	N/A
5. Religion:	0	0	0	N/A	N/A	N/A
6. Reprisal:	0	0	0	N/A	N/A	N/A
7. National Origin:	0	0	0	N/A	N/A	N/A
a. Hispanic:	0	0	0	N/A	N/A	N/A
b. Other:	0	0	0	N/A	N/A	N/A
8. Equal Pay Act:	0	0	0	N/A	N/A	N/A
a. Male:	0	0	0	N/A	N/A	N/A
b. Female:	0	0	0	N/A	N/A	N/A
9. Disability:	0	0	0	N/A	N/A	N/A
G. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	N/A	N/A	N/A
1. Appointment/Hire:	0	0	0	N/A	N/A	N/A
2. Assignment of Duties:	0	0	0	N/A	N/A	N/A
3. Awards:	0	0	0	N/A	N/A	N/A
4. Conversion to Full Time:	0	0	0	N/A	N/A	N/A
5. Disciplinary Action:	0	0	0	N/A	N/A	N/A
a. Demotion:	0	0	0	N/A	N/A	N/A
b. Reprimand:	0	0	0	N/A	N/A	N/A
c. Suspension:	0	0	0	N/A	N/A	N/A
d. Removal:	0	0	0	N/A	N/A	N/A
e. Other:	0	0	0	N/A	N/A	N/A
6. Duty Hours:	0	0	0	N/A	N/A	N/A
7. Evaluation/Appraisal:	0	0	0	N/A	N/A	N/A
8. Examination/Test:	0	0	0	N/A	N/A	N/A
9. Harassment:	0	0	0	N/A	N/A	N/A
a. Non-sexual:	0	0	0	N/A	N/A	N/A
b. Sexual:	0	0	0	N/A	N/A	N/A
10. Medical Examination:	0	0	0	N/A	N/A	N/A
11. Pay Including Overtime:	0	0	0	N/A	N/A	N/A
12. Promotion/Non-Selection:	0	0	0	N/A	N/A	N/A
13. Reassignment:	0	0	0	N/A	N/A	N/A
a. Denied:	0	0	0	N/A	N/A	N/A
b. Directed:	0	0	0	N/A	N/A	N/A
14. Reasonable Accommodation:	0	0	0	N/A	N/A	N/A
15. Reinstatement:	0	0	0	N/A	N/A	N/A
16. Retirement:	0	0	0	N/A	N/A	N/A
17. Termination:	0	0	0	N/A	N/A	N/A
18. Terms/Conditions of Employment:	0	0	0	N/A	N/A	N/A
19. Time and Attendance:	0	0	0	N/A	N/A	N/A
20. Training:	0	0	0	N/A	N/A	N/A
21. Other:	0	0	0	N/A	N/A	N/A

<b>VI. Status of all currently pending complaints</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Number of complaints pending counseling:						
B. Number of complaints pending investigation:	12					
C. Number of complaints pending hearing:	4					
D. Number of complaints pending final agency action:	2					
E. Number of complaints pending decision on appeal:	9					
<b>VII. Complaints not timely investigated</b>	<b>FY 2004</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999</b>
A. Number of complaints pending at any time during fiscal year and not investigated within the time required by 29 CFR § 1614.106(e)(2):	5	22	22	33	46	38

*N/A = Not Available*